## **30-Day Inclusion Challenge**



You have the power and responsibility to create a more inclusive workplace; one where all people can be themselves and feel as though they belong. Each day for 30 days, follow along with and complete the inclusion actions below to become a more inclusive ally and colleague. Use #inclusionchallenge to share your progress

1

Give credit to someone who is typically under-recognized for their contributions

6

Make a helpful introduction to connect someone in your network who can open doors or support the career of someone under-supported, particularly someone from a marginalized group

10

Schedule a team event centered on getting to know team members better 2

Rotate note-taking responsibilities in meetings

7

When you detect someone being interrupted, call it out by saying "I'd like to hear what x had to say without interruption"

11

Ask someone: what helps you to feel included at work?

12

Share with someone what helps you feel included at work 3

Invite a colleague who is seemingly quite different from you for a virtual or coffee chat to get to know them better

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Introduce yourself using your pronouns

13

Recall your hiring experience.
Pinpoint one action that could have helped you or others feel more included and raise that recommendation

4

Offer to mentor a colleague who is undersupported, particularly someone more junior and from a marginalized group

9

Validate other people's experiences without needing to compare to your own, or to what you have learned.
Simply hold a non-judgmental space

14

Define with your team what belonging means for your team; what behaviours foster belonging and which ones erode it? Review a policy within your organization and recommend one way it can be made more inclusive (e.g. for caregivers, people with disabilities, LGBTQIA2S+

people)

15

Practice using inclusive language. Intentionally replace one word you commonly use with a more inclusive alternative (e.g. Master bedroom to Primary bedroom)

16

Watch a
television show
featuring a
protagonist who
is not from your
own identity (e.g.
racial, sexual
orientation,
cultural) group

17

Notice who you are less likely to give constructive feedback to. Set an intention to provide them with honest, kind feedback.

18

When someone expresses something challenging they've experienced, ask "how can I support you?"

Don't assume the kind of support they value

10

Ask someone for their perspective today and deeply listen to their response

Ask for feedback:

What can I do to

be more inclusive

of you?

20

When asked for your opinion or to speak on a topic, give the opportunity to someone who could benefit from the visibility, particularly someone from a marginalized group

21

Seek out your company's accommodation policy. Provide feedback to make it easier to find, more widely communicated and effective 22

Take stock of the physical spaces in your workplace - is there space for spirituality, religious and wellbeing practices? Are washrooms gender inclusive? Make a recommendation to improve the inclusivity of spaces.

Find out what proportion of corporate giving is directed toward equity, diversity and inclusion causes. Suggest a charity or cause to broaden giving to be more inclusive

Nominate an under-recognized colleague for a workplace award or honour 26

Ask the quietest person if they have anything they'd like to share in your next meeting, withholding assumptions that they have nothing to say

27

Communicate
that video is
optional during
meetings,
recognizing that
different people
engage and
process
information
differently

28

Circulate an agenda 48-hours in advance of your next meeting, enabling people more time to prepare

29

Explore your company's process and policy for raising concerns.
Pinpoint one way to make it more safe and inclusive.

Reflect on the past
30-days: what was the
most impactful inclusion
action you took? What will
you commit to continuing
and carrying forward?

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